



# Corrections News

*The Alabama Department of Corrections*

[www.doc.alabama.gov](http://www.doc.alabama.gov)

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\* Happy Holidays \*

## ACCELERATING LEADERSHIP

### Executive Leadership Conference Attendance Rises

Approximately 85 ADOC employees attended this year's Executive Leadership Conference in Florence. The number of attendees is up, in that, for the first time Division Directors and Assistant Directors were invited to attend. By broadening the scope of ADOC leadership in attendance we have the opportunity to bridge the gap between security and support personnel, providing for seamless leadership.



"I think this is our best conference yet! We structured the activities to reflect more of a conference style delivery rather than a large group training environment. This allowed for individual workshops with smaller groups which everyone seemed to really enjoy. It provides better interaction and you can learn more."

*Wendy Williams,  
ADOC Training  
Director*



# Emerald Mountain Hosts ADOC Golf Outing



Members of the 1st Place Winners  
M. Smith, R. Baynes, T. McDuffie, M. Waits



Members of the 2nd Place Winners  
R. Sutton, B. Mathis,  
W. Roughton, W. Humphries



Members of the  
3rd Place Winners  
J. Taff, P. Cymanick,  
G. Jones, R. Robinson

Other winners not pictured: Closest To The Pin - Mark Waits , Longest Drive - Rusty Baynes



And you thought all the  
"Gators" were in prison



Commissioner Allen and Friends



"What! And Golf Too!"



Nice Follow Through

## ADOC Facility Donations: (includes facility and vendor donations)

HOLMAN	1785.00
DRAPER	1710.00
HAMILTON A&I	1226.46
TRAINING ACADEMY	1195.00
TUTWILER	1171.00
ELMORE	1016.00
BIBB	867.32
DONALDSON	800.00
STATON	770.00
FRANK LEE YC	677.30
ST. CLAIR	646.00
KILBY	614.28
EASTERLING	613.00
CENTRAL OFFICE	601.00
FOUNTAIN	598.00
MONTGOMERY PR	381.00
BULLOCK	315.00
VENTRESS	210.00
RED EAGLE	120.00

**Total**

**\$15,316.36**



# FUND RAISERS FOR THE ADOC EMPLOYEES SUPPORT FUND VARIED

**Various facilities have recently held raffles and other fund raisers for the ADOC Employees Support Fund. Listed below are winners from these facilities.**

## Central Office

The Central Office Raffle Drawing was held recently. Deputy Commissioner Lovelace did the honors of drawing the tickets. Below are the winners of the raffle:

### **\$100.00 Visa Gift Card Winner:**

Linda Teal at Easterling Correctional Facility

### **Outback Steak Dinner for Two:**

Veronica Jordan at Alabama Department of Revenue

We would like to personally thank everyone in the Department of Corrections who brought tickets.

*Thank you for supporting the ADOC Employees Support Fund.*

## Ventress Correctional Facility

Ventress Correctional Facility held a Raffle Drawing for a \$100 Wal-Mart Gift Card to raise money for the ADOC Employees Support Fund. The winner of the gift card was Ms. Alice Robinett from Clio, Alabama - the ticket was sold by Chauncey Wood, Radio Operator at Ventress. Ventress also received "goody items"

from Farmers Exchange Bank , Louisville and Clayton and MidSouth Bank in Clayton, AL. for the ADOC Golf Tourney.

### **Kilby CF**

Congratulations to CO I Derrick Williams - \$100 winner and Ms. Linda Swain - \$50 winner

### **Tutwiler Correctional Facility**

At Tutwiler the following people were the Raffle winners.

### **20- inch Flat Screen Television**

Barbara Kreauter (PHS)

### **Publix Gift Certificate**

Officer Eleanor Christopher

### **Japanese Steak House Gift Certificate**

Officer Xavier Smith

### **Fruit Basket**

Officer Andre Hollenquest

## Bibb Correctional Facility

Bibb Correctional Facility has had two fundraisers for the ADOC Employees Support Fund.

Winners were:

### **\$50.00 Wal-Mart Gift Card**

Dr. Kathy Allen, MHM at Bibb

### **Outback Steakhouse Gift Card**

Charlotte Estes (Ms. Warden Estes)

### **Hand Crafted Wooden Porch Bench**

Jeanette Woods with PHS at Bibb

### **\$100.00 Wal-Mart Gift Card**

Anita King with PHS at Bibb

### **\$50.00 Wal-Mart Gift Card**

Jacqueline Owens, ASA III at Bibb

*Thanks to all for their donations to the ADOC Employee Support Fund.*

## Elmore Correctional Facility

Undrae Crosby, Laundry Steward at Elmore won our **"Night on the Town" Basket**. It contained Dinner for Two at Longhorn Steakhouse, Two Movie Passes with money for Popcorn and Cokes, A Night at the Holiday Inn, Champagne, Chocolates and Candles.

## Holman Correctional Facility

Ms. Renee Parker was the winner of the \$50 prize for selling the most tickets and the luncheon will be provided to the administrative shift. Thanks again for your help.

*Raffle Winners:*

**Heated Coffee Mug:** Jackie Johnson (PHS) Holman CF

**\$50.00 Gift Basket:** Resa Brooks

**Rocking Chair:** Donna Barlow (DOC) Holman CF

**\$125.00 Cash:** Sherry Farmer

**\$250 Wal Mart Gift Certificate:** Jerry Calhoun

## Donaldson Correctional Facility

The William E. Donaldson Correctional Facility employee assistance fund raising raffle was held this morning. Congratulations to the following winners:

### **Chevron Gas Card - \$25.00**

Alleric Holt, Steward III

### **Exxon Gas Card - \$25.00**

Steve Young, COI

### **Red Top Market Gift Card - \$25.00**

Jackie Martin, COI

### **The Bright Star Gift Card - \$25.00**

Unique Stallworth

### **Wal-Mart Gift Card - \$100.00**

Francis Morgan (Blind vendor)

## Correctional Officers Targeted In ADOC Recruiting Effort

Guest columns

ALABAMA VOICES: Prison System Working To End Officer Shortage

Montgomery Advertiser 10-23-06

By Brian Corbett

Your recent editorial, "Shortage of Guards Dangerous Situation" hit the nail on the head. However, there is now a new chapter being written.

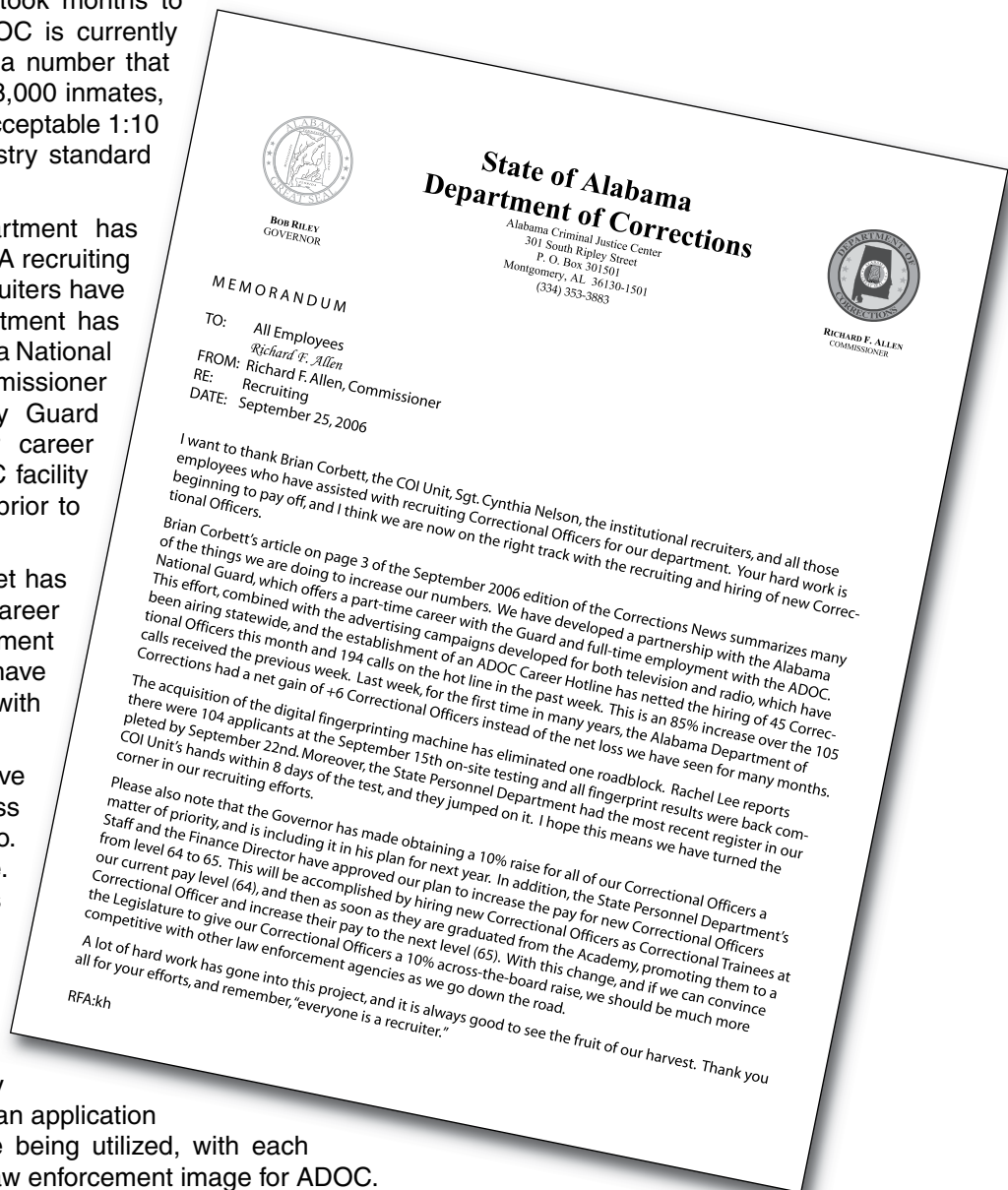
Commissioner Richard Allen and Chief Deputy Commissioner Vernon Barnett were officially appointed by Gov. Riley on March 1. Following recommendations from the Governor's Task Force on Prison Crowding, Allen immediately identified several major problems facing the Alabama Department of Corrections: prison crowding, a severe lack of officers, aging facilities, and the rising cost of inmate health care.

Soon after Allen's arrival, I volunteered for extra duty and within days received an unexpected, yet welcome challenge: Coordinate the effort to recruit more correctional officers. Prior to recent initiatives, ADOC had no systematic recruiting program and the hiring process often took months to complete. As your editorial states, ADOC is currently 400 officers short of authorized levels, a number that is "profoundly disturbing." With almost 28,000 inmates, ADOC's officer to inmate ratio is an unacceptable 1:10 while surrounding states are near industry standard at 1:6.

To address this concern, the department has initiated an aggressive hiring campaign. A recruiting manual is finalized, and institutional recruiters have been identified and trained. The Department has developed a partnership with the Alabama National Guard. Maj. Gen. Mark Bowen and Commissioner Allen have addressed letters to every Guard member, making each aware of our career opportunities. Recruiters at every ADOC facility are actively recruiting Guard members prior to active duty and again upon their return.

A joint ADOC/National Guard pamphlet has been developed, offering a part-time career with the Guard and full-time employment with ADOC. Since May, our recruiters have attended more than a dozen job fairs with excellent results.

In-house advertising campaigns have been developed at very little cost (less than \$500) for both television and radio. These ads are currently airing statewide. New recruiting posters and brochures detailing benefits and qualifications are directing interested applicants to our Career Hotline at 1-866-293-7799. ADOC's web site, [www.doc.alabama.gov](http://www.doc.alabama.gov) has a new look, including more job related information. One can simply click the "Join our Team" link and fill out an application online. Numerous internet job sites are being utilized, with each message creating a more professional law enforcement image for ADOC.



## Training Academy Graduates Highest Percentage In Recent Years

On Thursday, November 16th, 2006 the Alabama Corrections Academy held the year's third Academy Basic Training graduation. The class began with 59 Cadets, graduating 44 for a 73% graduate rate, one of the highest percentages in recent years.

### ADOC Recruiting Efforts Are Producing Results

- 300+ applicants tested in the months of September, October and November.
- 126 Cadets are currently employed at facilities throughout the state, compared to just 49 one year ago.
- The first Academy Basic Training class of 2007 is expected to begin with more than 150 Cadets.
- ADOC will seek Legislative approval for a 10% security pay raise, making our salaries more competitive with other law enforcement agencies in the state.
- Educational pay differentials along with potential tuition benefits considered.
- Potential Correctional Trainee classification, meaning a 5% salary increase upon graduation and promotion to Correctional Officer.

## JUST FOR GIGGLES

"Getting married for sex is like buying a 747 for the free peanuts"

-Jeff Foxworthy

"I was married by a judge. I should have asked for a jury."

-Groucho Marx

"The best way to remember your wife's birthday is to forget it once."

-H.V. Prochnow

"Bachelors know more about women than married men; if they didn't they'd be married too."

-H.L. Mencken

"A man's wife has more power over him than the state has."

-Ralph Waldo Emerson

"My husband and I divorced over religious differences. He thought he was God, and I didn't."

- Unknown

"My wife and I were happy for twenty years. Then we met."

-Rodney Dangerfield

"Getting married is a lot like getting into a tub of hot water. After you get used to it, it ain't so hot."

-Minnie Pearl

"I have learned that only two things are necessary to keep one's wife happy. First, let her think she's having her own way. And second, let her have it."

-Lyndon B. Johnson

"They say love is blind...and marriage is an institution. Well, I'm not ready for an institution for the blind just yet."

-Mae West

"A man is incomplete until he is married. After that, he is finished."

-Zsa Zsa Gabor

### Recruiting

Continued from Page 4

Relationships are in place with the Job Corps and with the Army's Partnership for Youth Services. The Job Corps is training select students with ADOC friendly curriculum. The Army PAYS program offers ADOC priority consideration for hiring potential employees upon successful completion of their initial enlistment. ADOC is also visiting colleges and universities, recruiting through each school's job placement office.

More than 1,500 persons have contacted ADOC's Career Hotline since mid-June. ADOC recruiters are personally conducting follow-ups with each. With the cooperation of Alabama's Department of Industrial Relations, we will be seeking applicants from Career Resource Centers throughout Alabama.

ADOC has made great strides in streamlining its hiring process. Facility on-site testing procedures are now standardized and fingerprints are being accurately documented by a new electronic scanner, speeding their review by the Alabama Bureau of Investigation, thus shaving several months off the hiring process.

Additionally, ADOC has secured Gov. Riley's support for a 10 percent correctional officer pay raise during the upcoming legislative session. While ADOC offers excellent employment benefits, our salaries are far from competitive compared to other state law enforcement agencies. ADOC

has also gained approval to pursue a correctional trainee classification, meaning that once a trainee graduates from the academy, he or she will immediately be promoted to correctional officer, increasing his or her salary by 5 percent.

Numerous employees have put a lot of hard work into our recruiting initiative, and it is good to see their labor bearing fruit. For the first time in years, ADOC's officer count is actually rising. Hopefully we've turned the corner and this upward trend will continue. I know the hard work certainly will.

Finally, please help me clear up one misconception. ADOC does not refer to our security personnel as "guards" because they do much more than merely oversee inmates. ADOC is the largest law enforcement agency in Alabama, evolving into a well trained, professional cadre of officers, supervisors, wardens and support personnel, often requiring advanced education.

The term "guard" detracts from the public perception of the correctional officer, which in turn, is a significant detriment to our ability to recruit competent and qualified candidates for employment. ADOC feels correctional officer is the proper, respectful and deserved title for the men and women who put their lives on the line daily to protect the citizens of Alabama.

Brian Corbett is public information manager for the Alabama Department of Corrections.



# CORRECTING PRISON PAY

Thursday, November 30, 2006  
Bham News Editorial

THE ISSUE: A 10 percent pay raise for corrections officers should be only the start toward attracting and keeping the people who help keep us safe.

Alabama's prisons are crammed with about twice the number of prisoners as they were built to hold. Prisons are dangerously understaffed, and the Department of Corrections has a problem attracting and retaining corrections officers.

Giving underpaid prison employees a much-needed pay raise should be a no-brainer. It won't solve the prison understaffing problems overnight, but it's a necessary move in the right direction.

Gov. Bob Riley and state prison Commissioner Richard Allen want the Legislature to pass a 10 percent pay raise for corrections officers. Allen estimates the raise would cost the state \$11 million to \$12 million a year.

In a General Fund budget that habitually struggles to fund essential state services such as prisons and child welfare, that's a lot of money. But if the state is to have any chance of bringing prison staffing up to safe levels - and, in the process, protect the public - the proposed pay raise is the absolute minimum.

Alabama has a long, sorry history of underfunding prison operations while at the same time passing overly punitive laws that appear tough on crime but do little except overcrowd prisons. The state prison population is near 28,000, a figure that has more than quadrupled over the past 25 years.

Meanwhile, the number of corrections officers hasn't kept pace. Prisons have about 2,700 employees in security positions, about 350 short of the number authorized by the state. But even that is deceiving. The number of corrections officers is actually at about half the recommended level.

The officer-to-inmate ratio in Alabama is far less than that of even its Southern neighbors. It's easy to see why. Alabama spends far less on prisons than other states and barely half the national average.

The result is that corrections officers are woefully underpaid. The starting pay for officers is \$26,620 a year. Keep in mind that this is for work in the most dangerous places in the state (prisons) under the worst conditions (short-handed). Even with the pay raise, the starting salary would be only \$29,282. (For comparison, state trooper recruits, who recently got a 10 percent raise, get a starting pay of \$33,233.)

Is it any wonder the Department of Corrections has such a difficult time attracting and keeping corrections officers?

A pay raise isn't the only action Riley and the Legislature need to take to make prisons safer. (It's a miracle there hasn't been a major prison riot with numerous injuries or deaths.) The state needs to continue working to reduce inmate overcrowding, reform sentencing laws, provide adequate health care and drug treatment programs, and steer more offenders into community corrections and other alternatives to incarceration.

Long term, that's the best way to attract good corrections officers while keeping the public safe and, at the same time,

fulfilling the state's responsibility to care for those people it incarcerates.

## Pay Raises Sought For Prison Officers

Wednesday, November 22, 2006

By SEBASTIAN KITCHEN

Capital Bureau Mobile Press Register

Gov. Bob Riley and Corrections Commissioner Richard Allen say they will request a 10 percent pay raise for state corrections officers during the upcoming legislative session in an effort to boost recruitment and curb turnover in Alabama's largest law enforcement agency.

The governor, just re-elected to another four years in office, has said that his top priority in the prison system is addressing overcrowding, but he believes efforts must be made to recruit and retain quality officers.

Tara Hutchison, press secretary for Riley, said the 10 percent increase is not intended to make the state corrections positions competitive with other states in the Southeast, but to make them competitive with other law enforcement agencies in Alabama, including police departments, sheriff offices, and the Alabama Department of Public Safety.

"We want to give them the extra money to make it more competitive for corrections officers to come on board and stay there," Hutchison said.

Allen estimated that the 10 percent raises would cost \$11 million to \$12 million a year.

On Oct. 17, the Mobile County Personnel Board granted 10 percent raises to correction officers and corporals working in Mobile County Metro Jail. The board also approved a 5-percent raise for sergeants working at the jail. Starting salary for correction officers is now \$25,344 a year.

Riley has signed into law two cost of living pay increases for all state employees during his first four years in office, and an extra 10 percent increase for state troopers.

Disparity in pay

Brian Corbett, spokesman for the Alabama Department of Corrections, said there is a disparity between the pay of state corrections officers and others in law enforcement. The starting salary for a corrections officer is \$26,620 and officers have not received an extra pay raise in the last several years. The new starting salary would be \$29,282.

State troopers, with their recent 10 percent boost, receive a starting salary of \$33,223.

"We are going to the Legislature to ask for the same percentage raise DPS (Department of Public Safety) received last year to keep our salaries competitive and give us the improved ability to retain," Corbett said.

A concern beyond the starting pay is that of compensation for advanced positions. A major in the Alabama Department of Public Safety can top out at \$98,395 a year. The maximum for a corrections warden III, which requires a master's degree (master's is inaccurate, a Bachelor's is required), is \$84,693.

Corbett said the raise proposed by Riley and Allen would go to personnel of every rank, from officer to warden.

The department is recruiting officers to work in a prison system that is operating at about twice its intended capacity. As of September, the corrections department had 2,686 people working in security positions at state facilities and 27,687 inmates.

Plan 2010 -- which is Riley's blueprint for his second term

-- states that prisons are operating at almost 200 percent capacity and, in some facilities, one officer supervises a dormitory with 250 to 300 inmates.

Allen said that having enough corrections officers is a safety concern, although the department has been using voluntary and mandatory overtime to get by.

"We have been lucky in that we have not had any major incidents," Allen said. "It is a very serious problem for the department."

Allen said the department can increase the number of officers without an increase in the budget because having more officers would reduce the department's overtime costs.

#### Vacancies not filled

The corrections department graduated 44 new officers this month, but those numbers will not be enough to fill the 450 vacancies, especially with high turnover.

"We're still a long way from where we want to be," Corbett said. "However, we are making some significant progress." The three officer classes this year yielded 29, 38 and 44 officers, respectively, Corbett said.

He said those numbers might not demonstrate significant improvement, but the number of already hired cadets on the payroll waiting to start the academy is noticeably higher. In November 2005, 49 cadets were working in corrections facilities waiting to start the academy. The number this month is 126.

Corbett said department officials expect more than 150 cadets to start the first academy in 2007. He said the increased numbers of cadets and graduates are significant considering the current recruiting effort did not start until June 1.

Even with the current recruitment effort, Corbett said about 30 officers leave every month so the number of vacancies only decreases a little bit.

Taking into account turnover and the current recruiting effort, the department would not be able to fill the 450 slots for another five years.

#### Retention is vital

"One of the important things is not only recruiting new officers, but retention of those we currently have," Corbett said. "If we can retain officers and can bring that many officers in and cut down on that turnover rate, it will be a net gain. You can make up those numbers much quicker."

The corrections department is also using a variety of job listings and marketing tools such as Web sites, television, radio, fliers, pamphlets and billboards to recruit officers.

"We're creating a lot of awareness about the fact we have good paying, excellent benefit state jobs for those tough enough to be a corrections officer," Corbett said. "We're beating the bushes and making folks aware that we have good jobs available. Awareness is the key. That comes through recruiting."

The department is using the phrase "proudly protecting the homeland ... without leaving home."

In addition, the department is utilizing the Alabama National Guard as a recruitment tool. Commissioner Allen and Major General Mark Bowen of the National Guard have formed a partnership. They addressed letters to every National Guard member to make them aware of career opportunities with the Corrections Department. The pamphlet details life as a part-time guard member and full-time corrections officer.

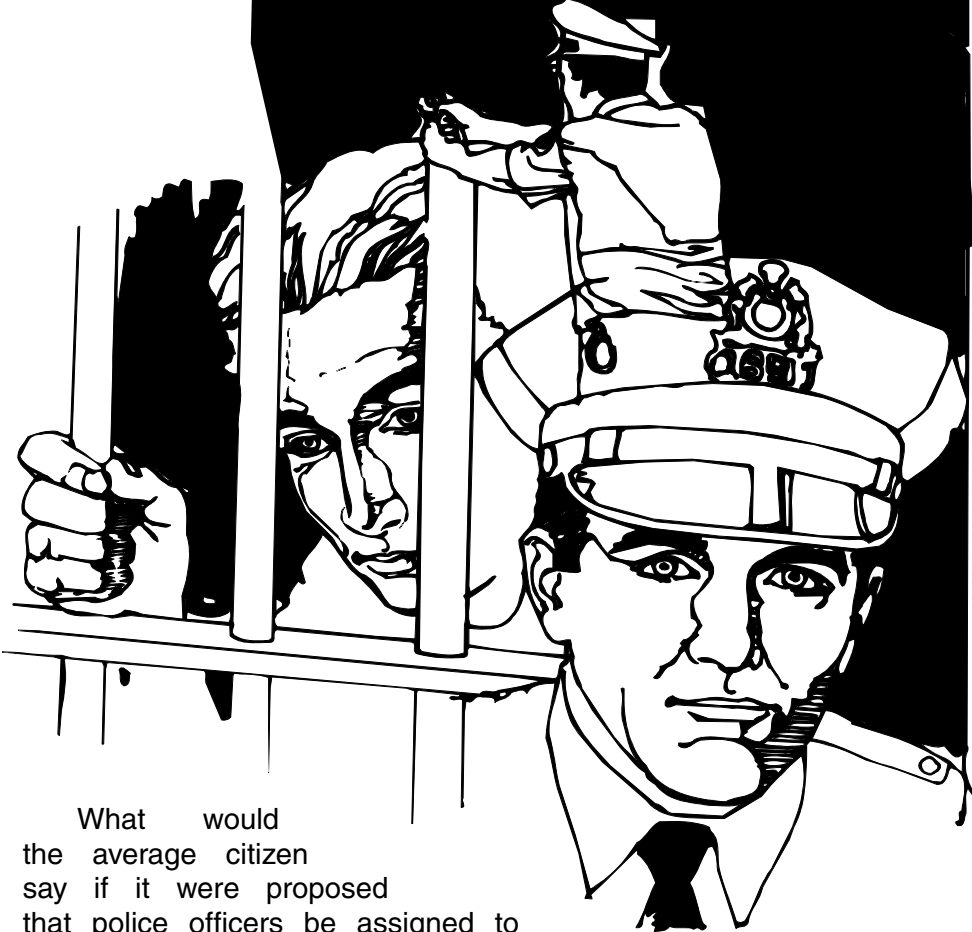
Corbett said the department is actively recruiting Guard members prior to active duty and again upon their return.

## 2006 ADOC AWARD WINNERS

Employee of the Year .....	Dianne Sims Communications Professional
Secretary of the Year .....	Patricia H. Parsons Donaldson C. F.
Clerical Personnel of the Year .....	Cleve Williams Holman C. F.
Security Personnel of the Year .....	Jerome Ward Elba CBF
Support Personnel of the Year .....	Richard Holbrook Holman C. F.
Outstanding Maintenance Emp. of the Year .....	F. T. Nix Hamilton A&I
Outstanding Chaplain of the Year .....	Roy Smith Bibb C.F.
Outstanding Steward of the Year .....	Tommie Tucker Hamilton A & I
Security Supervisor of the Year .....	Jeff Boutwell Academy Training Division
Support Supervisor of the Year .....	Stephanie Atchison Central Review Board
ACI Employee of the Year .....	LaDora Shaner ACI Accounting
Correctional Officer of the Year	
Northern Region .....	Thomas "Thunder" Nelson Limestone C. F.
Central Region .....	Ray Thomas Red Eagle Honor Farm
Southern Region .....	Eugene "Luke" Edwards Holman C. F.
Division Director of the Year .....	Jeffery Williams Community Corrections
Warden I of the Year .....	Edward Ellington Birmingham CWC
Warden II of the Year .....	James Reynolds Loxley CWC
Warden III of the Year .....	Kenneth Jones Donaldson C. F.
Commissioner's Award .....	Rachel Lee Administration

# THE FORGOTTEN COP

by Lt. Donald E. Premo Jr., New York State Correctional Officer



What would the average citizen say if it were proposed that police officers be assigned to a neighborhood which was inhabited by no one but criminals and those officers would be unarmed, patrol on foot and be heavily outnumbered? I wager that the overwhelming public response would be that the officers would have to be crazy to accept such an assignment. However, as you read this, such a scenario is being played out in all areas of the country.

I am a New York State Corrections Officer, not a guard (who is a person that watches school crossings). I work at a maximum security correctional facility. I am empowered by the State of New York to enforce its penal laws and the rules and regulations of the Department of Correctional Services. In short, I am a policeman. My beat is totally inhabited by convicted felons who, by definition, are people who tend to break laws, rules and regulations. I am outnumbered by as much as 20, 30 and even 40 to 1 at various times during my workday, and, contrary to popular belief, I work without a sidearm. In short, my neck is on the line every minute of every day.

A correctional facility is a very misunderstood environment. The average person has little knowledge of its workings. Society sends its criminals to correctional facilities and as time passes, each criminal's crime fades from our memory until the collective prison population becomes a vision of hordes of bad people being warehoused away from decent society in a place where they can cause no further harm. There is

also the notion that prison inmates cease to be a problem when they are incarcerated.

Correctional facilities are full of violence perpetrated by the prison population against each other and the facility staff. Felonies are committed daily but they are called "unusual incidents" and rarely result in public prosecution. Discipline is handled internally and, as a rule, the public is never informed of these crimes. In the course of maintaining order in these facilities, many officers have endured the humiliation of being spat upon and having urine and feces thrown at them. Uncounted Correction Officers have been punched and kicked, bitten, stabbed and slashed with homemade weapons, taken hostage, and even murdered in the line of duty, all the while being legally mandated to maintain their professional composure and refraining from any retaliation which could be the basis for dismissal from service. In addition to these obvious dangers, Corrections Officers face hidden dangers in the form of AIDS, tuberculosis, hepatitis B and hepatitis C.

Courts are now imposing longer sentences and the prison population is increasing far beyond the system's designed capacity. As the public demands more police on the street, governments everywhere are cutting police in prisons where violence reigns supreme, jeopardizing all those still working behind prison walls.

Although you will never see me on "Rescue 911" or "Top Cops," I am a law enforcement professional. I am THE FORGOTTEN COP, hidden from public view, doing dangerous, thankless, duty on the world's most dangerous beat, hoping someday to receive the respect of and approval from the public whom I silently serve.



# KILBY'S FAITH DORM: A BEACON FOR ALL TO FOLLOW

by Inmate Ed Flynn



Kilby Faith Dorm Members  
Prepare Breakfast Meal

If you look up the word "beacon" in the dictionary you will find "something that guides." The word "beacon" can surely be used to describe Kilby's Faith Dorm. As a resident of the dorm for many years, I have watched us grow. We are not perfect, but I see a group of men who want very much to move forward to prepare themselves to be a productive part of society upon release.

One of the ways we do this is to be a productive part of the society we live in now. We may be in prison, but this does not mean we cannot strive to make life more meaningful, to have a purpose, to help others.

One of the many things we do along with taking classes and attending religious services is community service. This is an area in which I have seen so much growth. When we first started community service we did things to help our Faith Dorm, but now we have learned a new meaning of community service. Our new projects do not directly affect us, they help the whole community—the entire prison.

These are just a few examples of how we try to make our dorm shine as a beacon for all to follow:

Many residents serve as tutors for the GED program, umpire all sports games, and volunteer their time in the Chapel.

Recently the dorm as a group has taken on some larger projects. On a Saturday in September, we gave the entire kitchen staff the afternoon off and as a Faith Dorm Community Service Project prepared and served the evening meal. We also staffed the dishroom, pots and pans, and cleaned both the kitchen and the dining hall.

We also have eight Inmate Orientation Committees that on Saturday mornings go to the intake dorms and spend a couple of hours with the first time offenders. This orientation program offers instructions and answers questions regarding the

basic day-to-day procedures the new inmates will encounter. We hope to direct them to positive activities and help them recognize and avoid the activities that will cause them trouble.

Both of these projects were on Saturday, and here, just like in the free world we work all week and look forward to our Saturdays. But when these projects were presented to the dorm, the only problem that occurred was that we had too many volunteers. We had to tell many "thanks" and we promised to use them on the next project. What a great feeling to see so many men willing to help others!

We all hope to return home one day and start our lives over. I hope if that day should ever come when I am set free, my neighborhood will be filled with people just like the guys I have been blessed to know in Kilby's Faith Dorm.

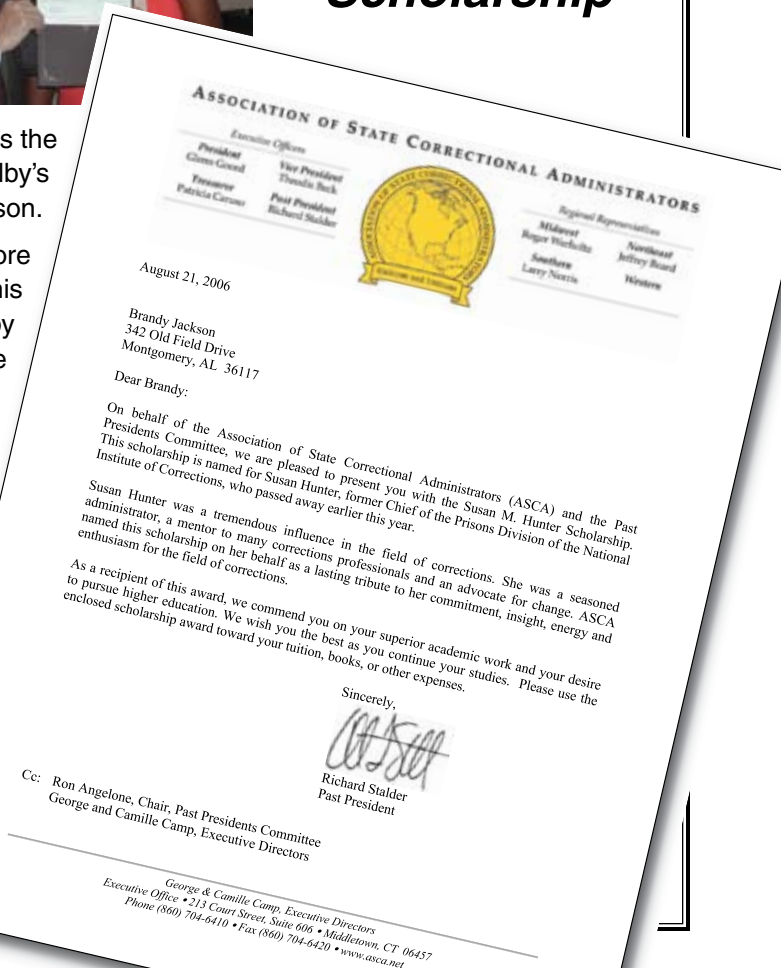
I also know the day may never come when I am set free, but I can still make a difference. I may no longer be able to choose where I live, but I can always choose to help be a beacon, a light that will always shine no matter how dark the road may be.



## Brandy Jackson Wins ASCA National Scholarship

Brandy is the  
daughter of Kilby's  
COI Willie Jackson.

For more  
information on this  
and other Kilby  
news see the  
around the state  
section.



Cc: Ron Angelone, Chair, Past Presidents Committee  
George and Camille Camp, Executive Directors

George & Camille Camp, Executive Directors  
Executive Office • 213 Court Street, Suite 606 • Middletown, CT 06457  
Phone (860) 704-6410 • Fax (860) 704-6420 • www.ascca.net

### ADOC JOINS HABITAT PRISON PARTNERSHIP

MONTGOMERY- The Alabama Department of Corrections will join Habitat for Humanity's Prison Partnership as announced today by ADOC Commissioner Richard Allen. Through this program, Habitat partners will work with correctional systems and offenders to develop communities by building homes and rebuilding lives.

"We are extremely pleased to be joining Habitat for Humanity's Prison Partnership. Not only does this program provide meaningful work opportunities for inmates, it allows ADOC to take an active role in effecting our communities in a positive way," Allen said.

The Prison Partnership will provide an avenue for ADOC offenders to produce completed housing components, landscaping materials and other items for HFH houses across the state. The partnership further provides offenders with an opportunity to rebuild their own lives, while developing marketable job and social skills. Using materials supplied by Habitat, Inmates from Elmore, Draper, Staton and Frank Lee Youth Center will build various housing elements to include frames, trusses, walls with pre-wired electrical outlets, cabinets and more. All work will be completed on the campus of J. F. Ingram Technical College inside the Draper and Frank Lee facilities. Inmates will receive trade school credit for their work on this project.

There are approximately 75 Prison Partnerships throughout the United States. Illinois, Wisconsin, Michigan, Colorado and Texas have established particularly successful partnerships. Each year offenders contribute to the building of more than 250 HFH houses in the US.

The Alabama Association of Habitat Affiliates is the state support organization for 37 HFH affiliates serving Alabama and ADOC. To solidify this partnership, Commissioner Allen and Karen McCauley, Executive Director of AAHA, will sign a Memorandum of Understanding on Friday, October 27th at 2 p.m. The signing will take place in Montgomery at the RSA Criminal Justice Center, 301 South Ripley Street, 2nd floor in the ADOC media room.



### NEW LOOK MONTHLY REPORT

The "2006 Departmental Monthly Statistical Report" for the month of October is now available on the Public Folder.

The Monthly Statistical Report has a new look. Hopefully you will find it easier to read and also more informative.

The Facility Operations Page (2) had several changes: 1) we removed facilities that were no longer operational, 2) Disciplinary and Assaults are totals from the new Disciplinary, Assaults, Homicides, and Suicides Page, and 3) Deaths (inmate) by institution are now included.

The Disciplinary, Assaults, Homicides, and Suicides Page (3) is a new addition and includes: 1) breakdown of Disciplinary by Major and Minor, 2) detailed assault data, 3) detailed sexual violence and misconduct, and 4) prisoner suicides.

The Work Release Program Page (4) and the SIR Page (5) had institutions removed that were no longer in the program.

The Inmate Distribution Page (6) now includes a line that

provides the total number of Inmates in Contract Facilities and the percentage that represents of the total population.

The Inmate Gains & Losses -/- Leading Contributors Page (7) has a change in the Leading Contributors of Inmates - Within the On-Hand Population data table. A new column is now included that provides the number of inmates classified as a "Recidivists" by county and the percentage that recidivists represent of the total population.

The Demographics and Sentencing Page (8) now includes Inmate Deaths by Homicides, Suicides, Executions, and Other.

The Industry and Agricultural Operations Page (9) has been completely revised and now includes data from most activities.

The two Personnel Pages (10/11) have been standardized and now reflect current operations.

Please call or e-mail me for assistance in accessing the Public Folder.

This Report will be available on the ADOC Intranet and internet Web Sites.

Please contact me should you need assistance.

Carl B. Viars Jr.

Grant Administrator

Planning and Economic Development Specialist I/II  
Research and Planning Division



### TRAINING ACADEMY ANNOUNCE FUGITIVE TASK FORCE SELECTIONS.

We are pleased to announce that the following ADOC employees have been selected to work with the US Marshal Service, Fugitive Task Force Unit, effective October 16, 2006:

Birmingham District:..... Inv. Scott Wells [I&I]  
Montgomery District:.. COI Irven Richardson [Draper CF]  
Mobile District: .....Lt. William Seals [Easterling CF]

Mr. Randy Yarbrough and Wendy Williams would like to thank all ten candidates for interviewing; the selection process was indeed a difficult one but it is also refreshing to have such qualified candidates to select from.

Congratulations to the above ADOC employees on their selection and good luck with your new assignment!



### Mr. Carl Viars Named Administrative Analyst II

Please join us in congratulating Mr. Carl Viars on his promotion to Administrative Analyst II in the Research & Planning Division. As the senior research analyst, Mr. Viars will assume responsibility for development of special reports, including the ADOC Annual Report, the ADOC Recidivism Report, the ADOC Quarterly Budget Performance Reports, and all other complex ADOC statistical reports. Mr. Viars will continue to be responsible for the application development and administration of all ADOC grants.

Please render Mr. Viars your continued support and assistance, as he assumes his new duties and responsibilities.

## Around the State Facility News

### ALEX CITY

In September, Officer Kevin Sasser, along with 5 other hunters from Alexander City went to Colorado on a Bow & Arrow hunt for Elk. Four out of 6 hunters from Alexander City harvested an elk. Sasser killed a 600 pound cow elk. There were approximately 40 other hunters in camp with only 5 elk harvested 4 of them harvested by the Alex City Hunters.

Sergeant Greg Howard transferred back to St. Clair Correctional Facility. We showed our appreciation by having a Pizza Party.

Officer James Trimble resigned to seek further employment. We showed him our appreciation by having a Wing Party.

Graduation for SAP class 2006-05 was held on November 22, 2006. The class held 28. Betty Cummins was the speaker. She was the former Drug Treatment Counselor/Court Referral. We had 25 family members to attend.



Sergeant Greg Howard (Alex City) received his 5 year pin. Congratulations to him.

### ADOC ACADEMY

The Alabama Department of Public Health conducted a Sanitation Training for all ADOC Stewards and Cooks. The training took place at the Corrections Academy in Selma, Alabama during the period of August 22-23 and August 29-30, 2006.

The training was focused on foodborne illness and prevention, personal hygiene, food handling, Hazard Analysis and Critical Control

Points (HACCP) facility and equipment utilization and sanitation procedures.

The mission of all ADOC Steward's and Cooks is to provide a wholesome and nutritious diet prepared under sanitary conditions and served in an appetizing manner.

The ADOC Food Service Program prepares approximately seventy-three hundred meals annually to an inmate population that exceeds twenty five thousand. During the annual period approximately 1.8 million inmates will have been served.

Due to the number of meals being prepared and served on a daily and annual basis the attainment for quality food sanitation is essential.

The training was coordinated by Mr. Jimmy Rhodes, Institutional Service Director and Mr. Nathaniel Parker, ADOC Food Service Specialist. The instructors for the training were Ms. Trina Griffin and Mr. Timothy Hatch from the Alabama Department of Public Health.

### ATMORE CWC



November 1, 2006- Warden Sylvester Folks presents to Ms. Bennett her certificate of promotion from Professional Trainee/Drug Treatment Counselor to Drug Treatment Counselor. This promotion became effective October 16, 2006. Ms. Bennett has been with the Department of Corrections for 17 months.

Please join Atmore CWC in congratulating officers Kevin Bishop and Sharon Taylor on their promotion to Correctional officer II (sergeant)

at ACWC effective Friday, Sept. 1<sup>st</sup>. We extend our best wishes to both of them as they continue to serve the department and advance in their chosen careers.



November 1, 2006- Officer Jamal Sewell was promoted to Sergeant at Atmore Community Work Center. Sgt. Sewell previous assignment was Frank Lee Youth Center. ACWC would like to welcome you aboard.

November 16, 2006 – Atmore Community Work Center had three cadets graduate from the Corrections Academy in Selma. The new officers are Ofc. Jasper Freeman, Ofc. Sara Nettles, and Ofc. Henri Christian. ACWC would like to welcome you aboard and we hope that you have a pleasant journey through the Department of Corrections.

Please join Atmore Community Work Center in congratulating Officer Jarmal Sewell, who is assigned to Frank Lee to his promotion to Correctional Officer II at ACWC.

### BIBB



Bibb Correctional Facility Officer Laramie Long has been employed with the Alabama Department of Corrections for more than 5 years. Early in his ADOC tenure, Officer Long was deployed to Iraq in February of 2003 in support of Operation Iraqi Freedom. Officer Long returned to Bibb in late June, 2004.

During his deployment, Officer Long faced many trials and tribulations. A



preacher and a young man of strength, Officer Long almost broke down during his deployment to Iraq. Times got so hard, there were times he couldn't even pray. The Lord knew how to reach Officer Long because of his love for music. The Lord gave Officer Long a vision of a music ministry and blessed him to write many songs. These songs not only uplifted Officer Long's spirits, but they also uplifted his fellow soldiers.

After returning home from Iraq, Officer Long founded a new and upcoming gospel group called Divine Truth. Divine Truth released their first album in late February 2006 titled *The Experience*. The Experience tells of Officer Long's struggles before, during, and after his tour of duty in Iraq. Although Divine Truth has been together for little more than a year and a half, the Lord has truly blessed them to accomplish more than anyone expected. Divine Truth won new artist of the month for August and September on Musbo.org. They have also been ranked #4 on the top 15 gospel charts on Musbo.org. They were also blessed to be interviewed by Christopher Heron of BlackGospel.Com. These are just a few things Officer Long and Devine Truth have accomplished in their short period of time.

Officer Long is also promoting a Veterans Day/Tribute to the Troops Gospel Extravaganza on Nov. 11 & 12. You can visit him @ [www.divinetruthllc.com](http://www.divinetruthllc.com) for more information concerning this program and you can also visit him at [www.myspace.com/divinetruthproductions](http://www.myspace.com/divinetruthproductions).



Auburn University approached Warden Cheryl Price with a research proposal to study reading difficulties at Bibb Correctional Facility. As a component of this study a training class

was conducted where 22 inmates were given "Lau Bach Tutors" training. This training was conducted on September 26 and 27th. This training culminated in a Graduation ceremony on Sept. 27.

This "Tutor's" training was conducted by Sister Leanne and Mr. Sam Schippen along with former ADOC Commissioner, Joe Hopper.

ADOC deputy Commissioner Terrence McDonnell attended the graduation ceremony on Sept. 27th.

On September 28th, Bibb Correctional Facility with assistance from recruiters at the Training Academy; St. Clair CF; Donaldson CF; and Birmingham CBF; conducted a "Live" radio remote job fair at Center Court in Tuscaloosa's University Mall.

From all indications this job fair was very successful with more than 40 potential applicants.

It was obvious the radio station did its job, because while on air the number of those approaching for information increased dramatically.

ADOC continues to use radio advertising in the Tuscaloosa market.

#### BIRMINGHAM

The Secretary of Birmingham CBF, Earlean Reese attended the Sectarial Conference September 26 - 28, 2006 in Florence, Al.

Welcome to the staff of Birmingham CBF Cadet Jamichael Nelson. Cadet Nelson will attend the Academy in the January Class.

Warden Edward Ellington and Captain Robert Nielsen attended the Leadership Conference in Florence, Al on November 13 - 15, 2006.

Congratulations to Officer Cedric Cameron on Graduating from the Academy on November 14, 2006. Officer Cameron reported to Birmingham CBF Monday November 20, 2006 at 6:00 a.m.

#### BULLOCK CF

On October 13, 2006, employees of Bullock County Correctional Facility said good-bye and wished Warden III Arnold Holt much success on his appointment as Warden at Kilby Correctional Facility. Warden Holt came to Bullock Correctional Facility in 1996.

We thank him for his ten years of service at Bullock Co. Correctional Facility.



Congratulations to Officer Gwendolyn Davis, Officer Kenneth Ledbetter and Officer Kevin Jiles who were presented service pins by Warden II Louis Boyd for five years of service.





Congratulations to Ms. Dorothy Allison (Class. Specialist), Officer Edna Johnson and Lt. Gwendolyn Babers who were presented service pins by Warden II Louis Boyd for fifteen years of service.



Congratulations to Officer Sammy Miles who was presented his service pin by Warden Arnold Holt for twenty years of service. Congratulations were also extended to Lt. Jerome Burney on

his promotion to Lieutenant and to Ms. Scheryl Watson on her promotion to Canteen Manager.

We would also like to welcome to our BCCF Family Mr. Timothy Wright who filled our vacant Steward I position and former Correctional Officer Michelle Wilson who came to us as a Classification Specialist from Easterling Correctional Facility. We would also like to wish Ms. Cynthia Shorter well on her departure. She will be going to Elmore as a Personnel Asst. I.

### CAMDEN

Camden CBF would like to welcome COI Jermaine Ramsey who transferred to us from Fountain Correctional Facility effective October 16, 2006.

We held our first "We Care Ministry" Cook Out on October 14. This was enjoyed by all inmates that participated. This event featured religious programs, gospel music, and various foods that were prepared on-site by the We Care Ministry.

Congratulations are in order for the following staff:



Geraldine Davis, COI---Officer of the Month for August



Steward II Joe Burke was presented with his 20 year service pin during our September staff meeting.



Sidney Tucker, COI---Officer of the Month—September



Ronald Sigler, COI---Officer of the Month—October

The grandmother of COI Geraldine Davis passed away on November 5. Please keep Officer Davis and her family in your prayers.

Camden CBF would like to welcome and congratulate Officer James Dodds. Dodds graduated the Academy on November 16, 2006, receiving the Academic Award as well as the Directors Award.

### CHILDERSBURG

Childersburg Community Work Center extends a warm and hearty welcome to Shirley Terry. Mrs. Terry was recently promoted to the rank of Correctional Officer II at Childersburg CWC. Congratulations Sgt. Terry. Sgt. Terry comes to Childersburg from Tutwiler Prisons for Women. Congratulations are also sent out to Rozita Carmichael, CO II for being selected as "Employee of the Quarter". Sgt. Carmichael was selected from among some of the best corrections personnel in the state. The honor bestowed upon her is one that is she richly deserved. Keep up the good work Sgt. Carmichael.

Childersburg CWC is a facility with a



small staff that has had its' share of ups and downs. In recently months many of our staff members have endure some trying times. We would like to welcome the following staff members back from their time away from the job due to illnesses: Karla Jones, Correctional Officer Supervisor II; Thomas Kerns, CO II; Mike Watts, Maintenance Supervisor; Michael Hicks, CO I; Terry Smith, CO I; Frank Mathews, Chief Steward. Our prayers go out to other members of our family that are still out due to illness: Sharon Mathews, Steward II and Kimberly Tuck, Special Services Instructor (employed with J.F. Ingram). Alfonza Edwards, CO I who's currently out due the illness of a member of his immediate family. Our prayers are with you all. We never want to forget our co-workers that are currently on active duty with the military. We offer prayers to Albert Welch, CO I and Lovell Simmons, CO I while they continue serving our country during this time of war.

Several staff members were given special recognition during our most recent staff meeting. Kenny Waver, CO II and Rozita Carmichael, CO II was given a "Certificate of Achievement" for perfect attendance during the last calendar year.

### DECATUR

We had a small/surprise birthday celebration here at the facility for Capt. Henderson.

On November 8, 2006, we had our employee's Thanksgiving dinner here at the facility and it was nothing but "Good Ole' Eating".

Decatur would like to welcome aboard Officer William Locklear.



Thanks to our own that represented Decatur at the ADOC Golf Tournament that was held at Emerald Mountain: Warden Bettinna Carter, Sgt. Frederick Langley, Officer Larry Chapman, Officer Robert Copeland, and Officer

Randal Dyson. Other members were Sgt. Bradley Carter, Harold Student, and Eric Student.

Good Job!

Congratulations to the following employees for their years of service:

(Pictured) Rachel Kitchens & Captain Jimmie Henderson

Ms. Kitchens, PMOD Clerk received her 10 yr. service pin

Officer Geneice Crayton – 15 yrs.

Sgt. Tim White – 10 yrs.

Sgt. John Dunlap – 25 yrs.

Keep up the Good Work!

So, from our Family to Yours

Happy Holidays!

### DONALDSON

#### **William E. Donaldson Correctional Facility Crime Bill Drug Treatment Program**

On November 21, 2006 the W.E.D.C.F. Crime Bill Drug Treatment Program will be celebrating another graduating class of approximately 15 inmates. The Crime Bill Program evidently is being recognized as a big contributing factor for many parolees. Many participants in the program have been granted parole and referred by the Parole Board to the newly developed Life Tech Center in Thomasville, Alabama. This program is an extension from the Alabama Department of Corrections and can be looked at like an extended aftercare for present or prior participants of the Crime Bill Program at W.E.D.C.F. Overall the involvement of the participants in the Crime Bill Treatment Program has escalated to a new level of commitment. As requirements are changing throughout treatment programs the Crime Bill is making a shift as well. Today more participants are seeing the critical need for change. Many of the participants at W.E.D.C.F. have an enormous amount of prison time to serve, which allows them to spend more time in aftercare. As we observe the laws changing to reduce some of the sentences, a ray of hope is being seen by many whom did not have hope.

We look forward yearly to meeting with other A.D.O.C. Drug Treatment Professionals to share, network, and discover new ideas. We are in the

process of preparing for the holidays with a Christmas Tree, complete with decorations and lights. This certainly helps morale during this difficult part of the year and has been a major success in the past and we are certain it will be again this year.

We are finalizing the arrangements for our first graduation ceremony on the visitation yard since 2002. We are extremely thankful to the administration and security for their help in this process.

#### **William E. Donaldson Correctional Facility K-9 Unit Continues to Provide Service to Other Law Enforcement Agencies**

On September 8, 2006 the W.E.D.C.F. K-9 Unit was contacted by United States Marshall Mark Carnie, who requested their assistance with the search being conducted by the Gulf Coast Regional Fugitive Task Force for escaped inmate Dedrick Griham. Warden III Kenneth Jones granted permission for the K-9 Unit to respond to the request for assistance and Assistant Dog Handler George Baines and Assistant Dog Handler Terry Barron responded and spent much of the weekend assisting in the search. The search was ended with the recapture of inmate Griham when he was located hiding in an apartment building.

#### **William E. Donaldson Correctional Facility, Chaplain's Corner**

On August 9, 2006 Chaplain Bill Lindsey attended a Chaplain's Meeting in Montgomery.

On August 10, 2006 Kairos Ministry held a luncheon for the New Beginning and Honor Program residents to recognize them for their achievements in these programs.

On August 31, 2006 the Long Distance Dads Program held a graduation for the inmates that had completed the 12 week in Long Distance Dads Program.

On September 8, 2006 Chaplain Lindsey attended the wake for Captain Stevie Barley at the Wren Funeral Home and on September 9, 2006 Chaplain Lindsey attended the funeral for Sergeant Tom Cargill in Tarrant City. Both of these fine men will be sorely missed by the A.D.O.C.



On October 6 and 7, 2006 Chaplain Lindsey attended a Prison Conference on inspiration and instruction throughout the prison system which was presented in Pelham, Al.

On October 12 through 15, 2006 the Kairos Ministry held a Kairos Weekend at W.E.D.C.F.

Chaplain Lindsey also continues an extensive program of visitation for those who are ill and/or are in need of assistance.

Deputy Warden Gary Hetzel presents ASA II Shaw with funds from the CPOF to assist her with the loss of her home due to fire.



Captains Jimmie Richburg and Christopher Gordy present newly appointed Sergeant Trenton Eads with his badge and insignias.

Warden Kenneth Jones congratulates Officer James Beachem for his selection as Officer of the Quarter for the Third quarter.



Captain Tew receives a contribution for Donaldson's Employee Assistance Program from our contracted vendors.

Warden Kenneth Jones congratulates George Quillman for his selection as Employee of the Quarter for the Third quarter.



Ms. Gloria Cargill receives CPOF assistance after the death of her husband Sergeant Thomas Cargill. Deputy Warden Hetzel presented while ASA III Pat Parsons and Classification Specialist Betty Stevenson looked on.

#### Calendar of events

8/21/06 Cadet Kenneth Padgett was

welcomed to W.E.D.C.F.

8/28/06 Cadet Brian Burnett was welcomed to W.E.D.C.F.

8/28-30/06 Dr. Mohn and Nurse Lewis from Bullock C.F. visited the Mental Health Unit at W.E.D.C.F.

8/30/06 Mr. Dann Anderson (Maintenance) attended a Boiler Training Program.

9/15/06 Officer John Brown transferred from St. Clair C.F. to W.E.D.C.F. and Officer Teddy Custard reported from Limestone C.F. to W.E.D.C.F.

9/17-20/06 Ms. Bonita Johnson attended T.A.S.C. Conference.

9/18/06 Cadet Kdrence Stallworth was welcomed to W.E.D.C.F.

9/18-22/06 Nurse Lewis and Nurse Hill (Mental Health Management) visited the W.E.D.C.F. Mental Health Unit.

9/20/06 The Monthly On site meeting was conducted.

9/21/06 Sgt. Joel Gilbert and Ms. Denise Brickie, institutional recruiters, attended the U.A.B. Job Fair

9/22/06 The Crime Bill Drug Treatment Program Graduation was conducted at W.E.D.C.F.

9/25/06 Nurse Lewis (Mental Health Management) visited the W.E.D.C.F. Mental Health Unit. Cadet Kenneth Hollis was welcomed to W.E.D.C.F.

9/28/06 Sgt. Joel Gilbert and Ms. Denise Brickie, institutional recruiters, attended the Job Fair conducted at the University Mall in Tuscaloosa, Al. Dr. Watters (Mental Health Management) visited the W.E.D.C.F. Mental Health Unit.

10/2/06 Mr. Kenneth May W.E.D.C.F. Business Manager retired. Ms. Christie Anderson with I&I Northern Region toured W.E.D.C.F.

10/3/06 The U.A.B. Lecture series on Marine Biology in Antarctica was presented from 7:00P.M. through 9:00 P.M.

10/4/06 A Central Records Training Class for scanning files was conducted in the W.E.D.C.F. conference room.

10/6/06 Mr. Swanning (Mental Health Management, Bullock C.F.) visited the W.E.D.C.F. Mental Health Unit.

10/11-13/06 The Alabama Commission on Crimes and Delinquency was conducted and many

employees from WEDCF attended.

10/11/06 Mr. McGuinn (Mental Health Management) visited the W.E.D.C.F. Mental Health Unit.

10/12/06 A U.A.B. Criminal Justice Class of 75 students interviewed inmates for their criminal justice project.

Flu shots were administered to inmates.

Ms. Pratt (Mental Health Management) visited the W.E.D.C.F. Mental Health Unit.

10/13/06 On site testing for C.O.I. was conducted at W.E.D.C.F. Of 109 applicants 72 successfully completed all phases of testing.

10/16/06 Ms. Kimberly Baldwin was welcomed to W.E.D.C.F. as the new Business Manager. Cadet Wayne Hawkins was welcomed to W.E.D.C.F. and our thanks were extended to the East Thomas Officers for completing their six month tour of duty and returning to their facilities of origin.

10/23/06 Fund raising drawing for the Employee Assistance Program was conducted. Monthly on site meeting was conducted.

10/25/06 Warden Boyd, Warden Giles, and Captain Penkins toured the Mental Health Management Units at W.E.D.C.F. Ms. Jennifer Davis, formerly Mrs. Jennifer Donaldson, C.P.O.F. visited W.E.D.C.F.

Cadet Nigel Eldridge and Cadet Omar Pruitt were welcomed to W.E.D.C.F.

11/01/06 The Red Cross Blood Drive was conducted at W.E.D.C.F. 15 units of blood were collected and many more Officers attempted to give.

11/7/06 Deputy Commissioner Lovelace visited W.E.D.C.F.

11/15/06 The Aterdale Church in Birmingham provided a luncheon and program for the W.E.D.C.F. correctional staff from 5:30 P.M. until 7:00P.M.

11/16/06 Four Officers graduated the Academy for assignment to W.E.D.C.F. Ofc. Gilbert, Ofc. Wynn, Ofc. Cannon, and Ofc. Padgett.

11/17/06 Three W.E.D.C.F. staff members assisted with the on site testing for C.O.I. at Bibb C.F.



## DRAPER

We are pleased to announce the promotion of Lt. Daniel Avant to Captain effective September 16, 2006.

We would like to thank all candidates who interviewed.

## EASTERLING

Congratulations to the following employees who were recognized for the third quarter 2006:

Supervisor of the Quarter: Jeffery Knox, COSII

Support Employee of the Quarter: Grace Maloy, ASA II

Officer of the Quarter: Robert Leggett, COI

The following employees were recognized for 15 years of service:

Angela Brown, COI, Timothy Allen, COI, Gertrude M. Anthony, COI, Lewis E. Scott, COI, Donald Simmons, COI,

Shawn C. Logan, COI, Roger B. Welk, Asst. Search Party Dog Handler, Jimmy Wilson, COI, John Ivey, COI

10 years of service: Rodney Wilson, COI, Robert Wilkins, COI

5 years of service: Richard Bedsole, COI, Navita Johnson-Burgess, COI, Christopher Kinsey, COI, Otis Scott, COI

The following employees received pins due but not received from previous quarters:

15Years: Brian Mitchell, Psychological Associate II

5 Years: Charlotte Wilson, Classification Specialist, Kenneth Calhoun, COI, George Jones, COI, Lagreta McClain, COI, Torrie Scott, COI

We welcome the following new employees to our Easterling Family: Elaine Crenshaw, ASAI; Frances Flowers, ASAI, Camille Downing, ASAI,

Demetria Pickett, ASAI; William Flowers, Steward I; Kayla Crenshaw, Drug Treatment Counselor; Shervonne Foster, Radio Operator;

Cadets Victor Nieves, Jr., Kelvin Teal, Michael Day, Patrick Raley, Lachesha Lee, Willie McClendon; Henry E. Olds

COI's Samuel Smith, Rayon Willis, Julia Dawkins, Lamar Sheppard graduated from the Academy on November 16, 2006.



Warden II Carter Davenport congratulates Phelix T. Woods on his promotion to COSI.



Warden II Carter Davenport congratulates Larry B. Peavy on his promotion to COII.

Warden II Carter Davenport congratulates Elaine Crenshaw on her promotion to ASAI. Ms. Crenshaw had recently taken an ASAI position at Easterling. This is a great example of being at the right place at the right time. If you are qualified for other positions, be sure to take advantage and take the necessary steps to make yourself available. Your opportunity might come when you least expect it.

Easterling Staff celebrated "Boss's Day" on October 19, 2006 (a couple of days late so the boss could be present) at Country Kitchen in Troy, AL.

HAPPY BIRTHDAY to Warden Mosley on November 22, 2006. A party to celebrate her birthday, along with at least 16 other Easterling employees, was enjoyed by all. November must have been a good month!!

## ELBA

Elba community Based Facility would like to welcome back Officer Jason Dunn after being deployed for approximately one year due to operation Noble Eagle.

Congratulations to Chaplain Bill Paul McCollough, who was nominated and selected employee of the quarter for the third quarter at Elba Community Based Facility.

The following Elba employees were presented their service pins as indicated:

Ramona Ross, Acct. Clerk • 20 years

Larry Selman, COI • 15 years

Gerald Wright, COI • 10 years

Congratulations to Ramona Ross who was selected to fill the Account

Clerk's position at Elba Community Based Facility/Work Center effective September 16, 2006.

## ELMORE

Thanks to all of the participation Elmore had during our fund raising efforts for the DOC Employee's Relief Fund, we were able to meet and surpass our goal. Much fun was had by all and congratulations to Undrae Crosby, Elmore Laundry Steward, for winning our "Night on the Town" which included Dinner for two at Longhorn Steakhouse, Movie Tickets along with popcorn and drinks for two, a night at the Holiday Inn, Champagne, Candles and Chocolates.



We have welcomed three new members to our family at Elmore, Cynthia Shorter, P.A. from Bullock, Alely Konesky, Business Manager, and Karen Jackson, ASA I in Classification. Elmore has also had four new Cadets join our family, LaTonya O'Neal, Martravius Gary, Robie Wilson and Billy Young..

During our Sept. Business Meeting certificates were given out to COI Frederick Thomas, Officer of the Quarter, Allen Johnson, Employee of the Quarter and Sgt. Felisha Blanding, Supervisor of the Quarter. Congratulations to all of them for a job well done.

Congratulations also go to COI Dave Steele on his retirement of 25 years. Service Pins were given out ASA II



Lorraine Collier, 10 years; Ms. Clara Summerlin, Laundry Steward, 15 years; COI's Pete Hamm, Stanley Williams, Ronald Berry, John Williams, and Sam Ware, 25 years.

Elmore with the help of Staton and Easterling K-9 Units recently made two big drug busts, civilians were trying to throw contraband over the fence, all were arrested and charged accordingly. Thanks goes out to our Mail Clerk, Necole Osborne, her diligence to her job really paid off.

Elmore recently hosted the Community Advisory Committee Meeting. Approximately 20 members of the Committee, including Commissioner Richard Allen, Deputy Commissioner Greg Lovelace, Brian Corbett, Wardens from Institutions in Elmore Co., Officials and citizens from surrounding towns attended. Thanks to Warden III Secretary, Diane Sutherland, for refreshments served during the meeting. Much was accomplished during this meeting of the minds.



**Kitchen Renovations Moving Along**



Front view of walk-in cooler/freezer with steel roof and concrete pad



Ramp and covered porch leading to portable kitchen and storage trailer

#### FOUNTAIN/J.O. DAVIS



Prissy is a beagle born in 1994 and assigned to Fountain. She has been one of the most outstanding dogs to ever come to Fountain. She has been used in hundreds of incidents where the Dog Tracking Team has been called out to pursue felons, lost persons, etc. Captain Mickey Mustin feels Prissy had made over 600 catches in her lifetime. Prissy has always been one of the first dogs put down on a track when out on a run. Prissy was hit by a train while out on a run in August, 2006 in Clarke County.



Halloween time at Fountain. Left to right: Bottom row: Rikki English, Emma Holder Top left to right: Jo Edeker, Glenda Fields, Becky Barnes and Sharon Stansbury.

Back - Walter Myers, Warden II John Skipper and Warden Jerry Ferrell. COI Skipper was promoted to COII.



Warden Walter Myers accepting 25 year pin from Warden Jerry Ferrell.

Please join Warden Jerry L. Ferrell and the staff of Fountain Correctional Center in congratulating Officer John G.

Skipper on his promotion to Correctional Officer II effective Sept. 1, 2006.

We had many fine candidates and the decision was difficult. We wish all who interviewed the very best in their future career endeavors.



Jim Corbitt, ADOC psychological associate, at Fountain CF was presented with a plaque for 29 years of meritorious service. Jim is tentatively planning to retiring on December 31, 2006.

#### FRANK LEE YOUTH CENTER

During the month of September, FLYC sold barbecue dinners as a fundraiser for DOC Hurricane victims. FLYC raised over \$677.00.



On September 29, 2006, after some 28 years of faithful service to the DOC, Dr. Leslie Thompson hung up his hat. Dr. Thompson, at his farewell luncheon, received a retirement certificate from Warden John Cummins. We wish Dr. Thompson health, peace, and prosperity in his retirement.

On October 12, 2006, Mrs. Michelle Taylor, Drug Treatment Counselor, Graduated another SAP class at FLYC. Dr. Leslie Thompson was a "special" guest speaker at the graduation ceremony.







On October 16, 2006, Officer Jarmal Sewell was promoted to Sergeant at the Atmore Work Release Center. Congratulations Sergeant Sewell.



On November 16, 2006, Mrs. Kadian Hollenquest joined the team of professionals here at FLYC as the new Business Manager. Welcome to Frank Lee Youth Center.



During the Month of November, FLYC's kitchen underwent some renovations including a new dishwasher, 2 ovens, 2 fryers, 2 food warmer, etc. In addition, we were graced with a long overdue generator. Here's to another 40 years.



#### HAMILTON A&I

Service Pins were presented to the following:

Lt. Wade Kizzire, 20 years  
Officer Danny Holland, 25 years  
Maintenance Supervisor, F. Thomas Nix, 5 years

Officer Steve Howell finally gave it up and retired on October 1 2006. Not sure about him, but his BBQ sure is missed!

Congratulations to Officer Joshua Lynn on the arrival of a new baby girl!

Welcome and congratulations to the following for joining HAIC staff:

Shane Swinney on his promotion from COI to COII

COI Major Marchbanks who came from Bibb CF

COI James Wilbanks from Decatur CF and

COI Phillip Hughes from Limestone CF

New Cook I position filled by Brandon Kizzire.

Hamilton A & I conducted a combined SAP Class and graduation with Hamilton Community Based Facility during the month of October.

The Karios community involvement that was held on September 20-24th resulted in 51 members and 35 inmates that participated in the ceremonies.

Hamilton Aged and Infirm would like to thank everyone in the area and community who contributed or purchased items during our Employee Disaster Relief - Fund Raiser. We are proud to announce that we raised over \$1200.00 and owe that to all the hard work and dedication of our employees.

Warden Freddie Butler and staff would like to congratulate Officer Shane Swinney as being selected to fill the COII position at Hamilton Aged and Infirm effective October 16, 2006.

#### HCBF/HCWC

HCBF/HCWC has had several personnel actions recently. We welcome Officer David Gilbert, who transferred from Bibb CF, effective 12-01-06, while saying goodbye to Officer Ronald Causey, who transferred from HCBF/HCWC, to Bibb CF, effective 12-01-06. Hamilton CBF/CWC awarded Sgt. Tim

Holcomb with his 25 year service pin in November, 2006. Congratulations to Sgt. Holcomb!



#### HEALTH SERVICES

Please join us in welcoming Ms. Laura Ferrell, RN, BA to the ADOC Office of Health Services/ inmate health services program staff. Ms. Ferrell was recently appointed as the ADOC Medical Systems Administrator and special projects manager by Commissioner Richard Allen. Ms. Ferrell has over 25 years of clinical correctional health care and administrative management experience. Specifically, she has worked with the ADOC with previous medical contractors over the last 20 years and possess an in depth knowledge of our ADOC system. Ms. Ferrell will report to me and spear-head the development of ADOC Administrative Regulations related to medical services in addition to a number of special on-going projects. She will be dividing her time between her office located at the Fountain Correctional Facility Training Center, the Central Office in Montgomery and conducting facility medical compliance monitoring for both Holman and Fountain/J.O. Davis/Atmore. In addition she will provide support services and oversight to Camden, Mobile and Loxley Work Release and Minimum Camps.

As a point of reference the following is a brief review of the new positions added to the former Treatment Division, now Health Services in addition to myself, Dr. Ron Cavanaugh and Ms. Rosie Brisbon.

Dr. George Lyrene, MD, is the ADOC's Statewide Medical Director. Dr. Lyrene is an Alabama licensed physician who is board certified in

Internal Medicine. He possesses over 20 years experience as a correctional health care physician and Medical Administer. Dr. Lyrene has supported the ADOC in various independent roles since 1985. As an independent consultant, he performs the duties of the department's Statewide Medical Director independent of the contracted medical and mental health services vendors. Dr. Lyrene represents the direct interest of the department in Clinical Policy and Procedure development. His responsibilities include oversight of Utilization Management and Secondary Specialty care services and serves as a consultation to our legal department for litigation related to health services. Dr. Lyrene currently provides these services to ADOC three days per week.

Ms. Lynn Brown, RN is the ADOC Clinical Regional Manager for the Central and Southeastern facilities. She possess over 12 years of clinical and administrative correctional health care experience. Lynn has been an integral part in the development of ADOC health care programs with particular focus to our intake facilities, diabetics and female programs. In addition, she provides oversight and direction of program compliance for the Laube Settlement Agreement. Lynn's home base is located at the Bullock Correctional Facility. Her day to day responsibilities include the on-going Quality Assurance and Contract Monitoring programs at the following ADOC facilities:

Birmingham WR, Bullock CF, Tutwiler CF, Kilby CF, Montgomery PR, Red Eagle HF, Ventress CF, Easterling CF, Elba WR, Alex City WR,\* Frank Lee YC, Staton/Draper and Elmore CF.

Mr. Brandon Kinard, RN, is the ADOC Clinical Regional Manager for the Northern Correctional Facilities and Work Release Centers. He possess over 10 years of correctional health care experience with both a clinical and administrative background. He was instrumental in assisting Limestone CF into compliance with the Leatherwood Settlement, as well as compliance with the Baker Settlement Agreement at St. Clair CF. Brandon's responsibilities

include the coordination of our infectious disease prevention and management program with public health, and the ADOC special needs services inclusive of dialysis. His home base is located at Hamilton A&I Correctional Facility. Brandon's day to day responsibilities include continuous Quality Assurance and Contract Monitoring

programs at the following ADOC facilities:

Limestone CF, Decatur WR, Hamilton CF, Hamilton WR, Bibb CF, Cattle Ranch, Donaldson CF, St. Clair CF, Childersburg WR.

Ms. Sekeena Johnson, BS, Staff Accountant located in the Central Office manages all contract medical claims and provides financial analysis and trending. She possesses ten years of financial accounting experience with 5 years specific to health related services.

Ms. Johnson performs many functions similar to the responsibilities of a Business Manager and Financial Analyst for the division. She is located in Montgomery at the Central Office.

Dr. Ron Cavanaugh continues to administer the contract monitoring of our Mental Health Programs and provides program support as well as clinical direction for both our Substance Abuse and Drug Testing Programs. We anticipate the hiring and placement of a Drug Program Supervisor to assist Dr. Cavanaugh in providing quality assurance and continuity in our substance abuse programs in early 2007. In addition, to Rosie Brisbon's supportive services to the Health Services Division, and our Substance Abuse Program Counselors, she has assumed the on-going responsibilities of triaging and coordinating field responses to inmate family inquiries related to health services programs.

#### HOLMAN

The following listed employees recently received service pins denoting their numerous years of service to the Department of Corrections.

#### CONGRATULATIONS

On Extended Years of Service  
James Powers, Classification  
Supervisor, 25 years

Freddie Howard, COI, 25 years  
Willie Lewis, COSI, 20 years  
Melvin Williams, COI, 15 years  
Shannon Young, COI, 10years

Congratulations to Penton Ashworth who was recently promoted to Sergeant. He came to us from Staton. Welcome to Holman, Sarge!

Congratulations are also in order for Anthony Gipson and Phillip Hart who graduated from the Corrections Academy and are now hard at work in their new career. As these officers began their career, COI Sherman Glover retired with 25 years of service. We all wish Officer Glover well in this new phase of his life.

Holman has welcomed several new support employees lately:

Rhonda Carnley – ASA II

Ashleigh Etheridge – ASA I

Tom Reed – Steward I

Catherine Kurtacker – Cook I

Lt. Charles McKee and Sgt. Lanetta Banks have put a lot of effort into recruiting new employees for our institution. Their labor is beginning to bear fruit and we now have 12 cadets:

Richard Armstrong, Renaldo Brooks, Kenneth Johnson, Christopher Kimbrel, Willie Knight, Brandon Lewis, Sheldon McMillian, Codera Millender, Martinous Montgomery, Emil Roberts, Tim Vignolo, and Wayne Yates are all new cadets working at Holman as they prepare to enter the next class in Selma. We will be looking for every one of them to graduate and begin a long career with the Department.

The Holman employees worked hard to raise \$1785 for the employee's disaster relief fund. There were also two teams of golfers from Holman in the annual golf tournament, one team from security and another team representing the mental health staff.

The Kairos brought their program into the Death Row unit once again during the weekend of Nov. 17-19. This program has been become a regular event in Holman's Death Row. Chaplain Summers works hard to provide spiritual guidance to all inmates incarcerated at Holman Correctional Facility.

A Thanksgiving luncheon was held at Holman on Nov. 16. The luncheon was a great success as noted in Warden



Culliver's newsletter:

"On Thursday we had a very nice Thanksgiving luncheon and the participation seems to be greater than it has ever been. I would like to thank each of you who participated for giving so graciously to make this an outstanding event. I would like to give a special thanks to Ms. Renee Parker; whose birthday is tomorrow, Ms. Joyce Cleveland, and Ms. Angie White for putting the luncheon together and seeing it through. A special thanks to Ms. Kimberly McCants for assisting with decorations and serving.

Ms. Thomas provided for the majority of the decorations and the posters which were tributes to our staff members. Thanks again for your efforts. This was a great event.

Retired Officer Sherman Glover and his wife were present at the luncheon. Officer Glover was presented with his retirement plaque and a plaque from the Administrative Shift."

The work on our new Taunt-wire fence is almost complete. The fence is completed and the final touches to the surveillance and alarm systems are being worked out. Our wardens are sleeping better now that we have a fence back up. Now if we can just get some lights.....

Please join Warden Grantt Culliver and the staff of W. C. Holman Correctional Facility in congratulating Penton W. Ashworth on his promotion to Sgt, effective September 16, 2006. Mr. Ashworth was a COI at Staton Correctional Facility.

#### KILBY



Our beloved COI Doris Vickers retired after 17 yrs. Her celebration was held at Ryan's Restaurant.

SERVICE PENS were awarded to the following employees:

Eugene Williams, 25 yr.

Willie Jackson, 15 yr.

Sgt. Franetta Riley, 10 yr.

Lee Williams, 10 yr.

Johnnie Dumas, 10 yr.

Santina McCray, 10 yr.

Santina McCray, 10 yr.

Arthur Murray, 5 yr.

Anthony Peterson, 5 yr.



Congratulations to COI Willie Jackson. Officer Jackson's daughter has been awarded the first ever ASCA National Scholarship for \$ 1700.00 for an Alabama student.

#### DAY OF CHAMPIONS

by Ed Flynn, Kilby Inmate

At the urging of his friend Billy Graham, Bill Glass founded what is not Champions for Life in 1969. Over the last 37 years God has used Bill and Champions for Life Ministries to share Christ in thousands of towns, cities, churches, prisons, jails, and youth facilities.

Bill Glass was a college football All-American; he played for Baylor University and spent 12 years in the NFL with the Detroit Lions and the Cleveland Browns. He was named to the Pro Bowl four times. He is now in demand as a nationally known motivational speaker, has authored ten books, and has spoken to more prisoners than anyone in history.

Friday, November 10, 2006, Bill and his ministries came to Kilby for a Day of Champions. Along with over 20 Christian volunteers (5 of them brought their motorcycles—they were impressive) Bill Glass provided the morning testimony. The Christian volunteers provided the music and mingled with the guys sharing the love of Christ, praying for and with those wanting to turn their lives over to Christ

or those wishing to grow stronger and closer to God.

After a break for lunch over 300 of us went out for the afternoon session with Tully Blanchard as the guest speaker. Blanchard rose to the pinnacle of professional wrestling winning the World Tag-Team Titles in both the National Wrestling Alliance (1987 and 1988) and the World Wrestling Federation (WWF) in 1989.

He gained fame as a member of the original Four Horsemen and also was the NWA World Television champion from 1985 to 1987. He also won the NWA United States Heavyweight Championship in 1985.



Blanchard shared how he thought he was on top of the world, wrestling in a different city every night with sell-out crowds and making up to \$250,000 a year. He found out that his life was empty without God in it. He was a lost soul. The good news is that no matter how many times we turn away from God, he never turns away from us in our times of need. All we must do is invite Him into our lives and we can experience the love, the blessings, and the forgiveness God as for us all.

As we count our blessings over the Thanksgiving and Christmas season, we need to make sure we give thanks to the volunteers who took their time and paid their way to come and share the good news with us all.

I also hope that many of the guys who were helped by this true blessing will become "soldiers of Christ," when they return to their communities. I know we all enjoyed the Day of Champions as inmates; just imagine how much joy it would be to be able to come back as a volunteer and share how this ministry changed your life!

Bill, we will keep your ministry in our prayers as you travel this country. We



hope you are safe on the highways, and we look forward to your return to Kilby.

### LIMESTONE

Congratulations to COI Darwin Halbrooks, Limestone Correctional Facility, for being promoted to Sergeant effective November 16, 2006. I appreciate all of the excellent interviews for this position.



Congratulations to Officer Howard Crews in his promotion to Sergeant at Limestone Correctional Facility, effective September 1, 2006.

### LOXLEY



Mrs. Virginia Green is being congratulated by Warden James Reynolds as she is presented with her Service Pin for ten years with ADOC.

Chuck Singleton, Classification Specialist at Loxley is congratulated by Warden James Reynolds as he is presented with his Service Pin for 25 years with ADOC. Chuck will retire effective 1/1/2007.

Loxley Work Release welcomed back two new Correctional Officers during the month of November. Kelvin Henson and Nicholas King both graduated the Corrections Academy Class 06-03

on November 16, 2006. They began correctional officer duties on 20 November 06.



James "Hunter" Travis was born to Farrell and Teresa Travis on May 10th while "daddy" was serving in Iraq. He came into the world at 4 lbs 15 oz and was 17 ¼ " long. The father and son are pictured when Sgt Travis was home on leave in July. He will return to his correctional duties in February 2007.

Semper Fi!



Loxley CBF/CWC welcomed COS II DeAngelo Burrell during the month of October. He was assigned following the sudden and untimely death of Captain Stevie Barley.

Captain Burrell is a 16 year veteran with ADOC. He began his career in 1990 as a COI at Easterling. From there he moved to Ventress and then to Holman. Captain Burrell was then assigned to the Corrections Academy in 1996. He was promoted to COII in 1997 and to COSI in 2000. He then joined Southern Region Advanced Training

in 1998 where he remained until his promotion to COSII in July 2005. After a short assignment as Commander of Regional Training Division, he came to Loxley on 16 October 2006. Captain Burrell has been a CERT Team member for 14 years.



### MOBILE

Mobile Community Based Facility, has been busy this quarter, we have had a few changes, some happy, some sad.

The staff at Mobile Community Based Facility would like to welcome Officer Roy Rhodes back from active duty with the military. We also would like to welcome Sgt. Joseph Anderson, Cadets Ifinnie Bivins and Sheri Sewell to our staff. Congratulations are in order for Sgt. Joseph Anderson for being selected as Admin Sgt. Sgt. Anderson has over 9 years of dedicated service with the Department of Corrections. Sgt. Anderson also has experience working as a contractor with the Federal Bureau of Prisons with military experience. He also has military time serving in Iraq.

The Drug Treatment/SAP Counselors; Willie Shavers & Cheryl Carter-McCuff hosted the second annual SAP Graduation on September 29, 2006. The guest speaker for this event was Mr. Akareen Spears; Director of Adult Education at Bishop State Community College.

The GED Program at M.C.B.F. has been very successful. One of the reasons for the success of the program is the support and encouragement of the Warden and the Staff of the facility. The instructor is a volunteer and is a retired educator at Bishop State Community College; keep up the good

work Mrs. Mary Taylor!

Mobile Community Based Facility says goodbye to Drug Treatment Counselor Ms. Essie O. Montgomery, who had 20 years of dedicated services with the State of Alabama. Ms. Essie O. Montgomery served the last six years at M.C.B. F. as Drug Treatment Counselor. Ms. Montgomery received a medical retirement effective September 28, 2006. The staff honored Ms. Montgomery with a surprise retirement luncheon on September 28, 2006. The employees of Mobile Community Based Facility are going to miss her leadership, hard work and dedication.

Mobile Community Based Facility has had the following graduations in the month of November: Basic Finance, Computer Class, and Welding School. The Welding Class graduated on November 17, 2006 and all graduates are employed. All programs are doing well and are sponsored by volunteers Chaplain Bill Founds, Evangelist Annie Sylvester-Davis, Paul Waite, John Goodman, Dean Wagner, Danny Milan, and last but not least Mrs. Mary Taylor. Mobile Community Based Facility will hold its 3rd annual SAP Graduation on December 14, 2006. The guest speaker for this event is Mr. Mike Sullivan, who is serving as Director of Counseling and Intervention at Drug Education Council.

Please join Warden Derrick Carter and the staff of Mobile Community Based Facility in congratulating Sgt. Joseph Anderson on his lateral transfer, which will be effective October 16, 2006. Sgt. Anderson will transfer from Fountain Training Center to fill the vacant sergeant's position.

#### RED EAGLE

Warden Hadley and the Red Eagle Honor Farm Family is pleased to announce Jenni Baker as the candidate selected to fill the ASA III position. Ms. Baker will be reporting to REHF on September 18th. Warden Hadley would like to thank all candidates who interviewed.

#### ST. CLAIR

Congratulations to COII Gary Malone on his promotion to Correctional Officer

Supervisor I (Lieutenant). Lt. Malone is a third shift Supervisor at St. Clair Correctional Facility.

The following listed employees recently received service pins for their years of service to the Alabama Department of Corrections: Carolyn O'Brien, COI, LaTonya Scott, COI, Theresa Wilson, COI, Clyde Stone, COI and John Meadows, COI.

Congratulations and welcome to our new officers who graduated from the Academy, new employees, rehires and transfers in from other facilities:

Recent Graduates: Phillip Moore, Jeremy Puckett, Steven Thompkins and Justin Compton.

New Employees: Shawn Simmons, Laundry Clerk; Connie Bynum, Steward I; Tywana Baker, Cook; and Teresa Dulaney, ASA I.

Cadets: Joel Stephenson, Darrell Fletcher, Erica Hampton, Courtney Swain, Daniel Kimbrough, Arthur Santangelo, James Bennefield, Jerry Lance, Michael Milekush.

Rehire: COI Jason Schmid

Transfers from other Facilities: Clayton Frederick, Kevin Hanson, Sgt. Greg Howard.

Our thoughts and prayers go out to our activated employees: Van Posey, Jesse Smith, Michael Whorton, Andre Burnett, Anthony Cook, and Deverett Howard.

Our continued prayers and get well wishes to Gloria Glaze, ASA I.

Congratulations to employees of the quarter: Becky Steele, ASA II (Support) and Carl Sanders, COSI, Security.

A fifteen speed bicycle and assigned parking space were raffled off for the Childrens' Hospital Fund. Congratulations to Sgt. Samuel Howard on winning the bicycle.

Our appreciation goes out to the Jefferson County School System (Pinson High School) for their donation of books to the facility's library.

St. Clair Correctional Facility has been recognized by the Literacy Council (inmates teaching inmates to read). Fox Television filmed a segment of this program to be aired at a later date.

*From the New Outlook Therapeutic Community Family...*

With new attitudes of the recent

graduates and the wonderful guest speaker, Elana Parker of the Alabama Department of Health, CDC Unit, set the tone here at St. Clair Correctional Facility. On October 19, 2006, Ms. Parker's message was inspiring, motivating and enthusiastic to the graduates and residents of the Therapeutic Community.

On October 20, 2006, Dr. Michael Brooks, Professor at the University of Alabama at Birmingham, accompanied by 17 graduate students of UAB Counseling Education Department, toured the facility and the Drug Treatment Dorm. The Therapeutic Community Staff, with selected residents of the program, entertained all questions the graduate students had pertaining to the Behavior Modification Model of treatment. The tour was a great success and we look forward to the next class in six months.

#### STATON



#### **Goodbye to a Faithful Friend**

After 28 years of service, Ms. Margie Diem will be retiring from the Alabama Department of Corrections and Staton Correctional Facility, effective November 1, 2006. The majority of Ms. Diem's 28 years of state service was rendered here at Staton Correctional Facility.

During her long stay at Staton she was afforded the opportunity to adjust her personality and work habits to suit the liking of nine different Wardens and countless Deputy Wardens. Ms. Diem began working at Staton Correctional Facility in 1979 under the supervision of Dr. Merle Friesen. Throughout the many years she worked under the direct supervision of Dr. Leslie Thompson,



Warden George Bowen, Warden Jim Morrison, Warden J. D. White, Warden Charlie Jones, Warden Leoneal Davis, Warden Ron Jones, Warden Willie Thomas, and Warden Leon Forniss. We will all miss Ms Diem's smiling face and wish her the best for the future.

### **Staton Celebrates Veteran's Day**

On November 9th, Staton celebrated Veteran's Day. All Staton employees serving in the military wore their uniforms and participated in a memorial celebration. Pictured left to right is Cadet Lawhorn, HSA Seagars, Capt Edwards, Ms Graves, Lt. Copeland and Lt. Miller. Thanks to all our service men and women for their service and sacrifice.



### **Staton Welcomes New Employee**

Staton would like to welcome Ms Traci Bakke. Ms Bakke was promoted from ASA II to Account Clerk effective November 16th. Ms Bakke comes from the Department of Revenue and has been employed with the State of Alabama for approximately 2 years. Ms Bakke will be a welcome addition to the Business Office and we look forward to working with her.

### **Congratulations to Sgt. Talley**

Congratulations goes to Sgt. Talley on his promotion to Assistant Dog Handler. Sgt. Talley is being presented with his Gold Shield and a Certificate of Achievement by Capt Edward Robinson. We wish Sgt. Talley the best in his new assignment.



### **TRAINING DIVISION**

The Training Division recently hosted the department annual Executive Leadership Conference in Florence, AL, at The Marriott Shoals Hotel & Spa, November 13 – 15, 2006. We had over 100 participants from within the department as well dynamic speakers and workshop presenters.



The Alabama Corrections Academy graduated the 3rd and final basic training class for 2006 on November 16th, 2006. Forty – three (43) new Correctional Officers completed APOSTC requirements. Chief Deputy Vernon Barnett was the commencement speaker. Congratulations to the Officer Anthony Gibson [Camden WR] for receiving the Academic Excellence Award and the Director's Award for Class 2006-03!



### **TUTWILER**

The Tutwiler Family welcomes its newest member, David Campbell, recently promoted to Sergeant. Sgt. Campbell comes to Tutwiler after only 4 short years as a Correctional Officer I, all proudly served at Draper Correctional Facility. Warden Frank

Albright congratulates Sgt. Campbell on his promotion.



### **VENTRESS**

Mark Smitherman, Chair Plant Supervisor at Ventress Correctional Facility was awarded the National Correctional Industries Association Regional Staff Award for Alabama Southeast Regional Candidate for Correctional Industries 2007. He was awarded this award at the Southeast Correctional Industries Training Conference on October 23, 2006 at Portsmouth, Virginia.

Ventress Correctional Facility is proud of Mr. Smitherman for receiving this award.



ASAI Alice Tanner with 15 years of service.



Radio Operator James Hurst 15 years service; Officer Johnzaline Jackson with 15 years of service.



Officer Tommy Cooper 15 years service; Officer Willie Burks 15 years service.

## ***Emerald Mountain's Treacherous 17th Hole***

***Emerald Mountain Golf Course hosted this years ADOC Golf Outing. Beautiful weather and a challenging course made this a day to remember for all who participated.***

***See Related Story on Page 2***



### ***The Official State Holiday Schedule For 2007 Is As Follows:***

<b><i>HOLIDAY</i></b>	<b><i>DATE IN 2007</i></b>
New Year's Day .....	January 1
Robert E. Lee/ Martin Luther King, Jr.'s Birthday .....	January 15
George Washington/ Thomas Jefferson's Birthday .....	February 19
Mardi Gras ** .....	February 20
Confederate Memorial Day .....	April 23
National Memorial Day .....	May 28
Jefferson Davis' Birthday .....	June 4
Independence Day .....	July 4
Labor Day .....	September 3
Columbus Day	
Fraternal Day	
American Indian Heritage Day .....	October 8
Veterans Day * .....	November 11
Thanksgiving .....	November 22
Christmas Day .....	December 25

\* As Veterans Day falls on Sunday, offices will be closed Monday, November 12, 2007.

\*\* Mardi Gras is observed only in Baldwin and Mobile Counties. All other State employees are granted one personal leave day each year.

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[brian.corbett@doc.alabama.gov](mailto:brian.corbett@doc.alabama.gov)